



REPUBLIC OF CYPRUS

Strategic Action Plan on Gender Equality 2014-2017

National Machinery for Women's Rights
MINISTRY OF JUSTICE AND PUBLIC ORDER

Strategic Action Plan on Gender Equality 2014-2017

Introduction

With the election of President Nicos Anastasiades, the Government has set as one of its priorities the dissemination of the principle of equality in all spheres of the state and society. In the framework of this goal, the Ministry of Justice and Public Order (Gender Equality Unit) has prepared a new Strategic Action Plan for Equality Between Men and Women 2014-2017, which follows the National Action Plan for Gender Equality (NAPGE) 2007-2013.

2. In accordance with a statement of the Minister of Justice and Public Order Mr. Ionas Nicolaou, the new Strategic Plan will be targeted and realistic, focused on key priorities and will be implemented within the financial and administrative capabilities of the state. The new Strategic Plan will last three years, taking into account the rapid economic developments that do not allow longer-term planning.

3. It is a fact that the new Strategic Plan will be implemented in a period of economic crisis characterised by significant budget cuts, the repercussions of which are more strongly felt by women. The economic crisis is also expected to have an impact on the increased risk of poverty and the reduction of care services, with women increasingly shouldering the burden of childcare, the elderly and people with disabilities.

4. According to the Interim Evaluation of the Implementation Progress of the NAPGE which was carried out in 2011 and covered the period 2007-2010, the adoption of the National Action Plan for Gender Equality is one of the most important political developments in the field of Equality between Men and Women in Cyprus. Furthermore, the report showed that Cyprus has performed important work in the field of Equality in recent years, as a large number of actions have been implemented in the government / public sector, but also in the society in general. Specifically, the greatest progress has been achieved in the areas of advancement of women in the labour market and in the combating of violence against women.

5. Also a very important development was the establishment of various interdepartmental committees on gender equality / Equality Bodies such as the Gender Equality Committee in Employment and Vocational Training, the Advisory Committee for the Prevention and Handling of Family Violence and the Multidisciplinary Coordinating Group on Combating Trafficking in Persons, where the participation of Women's Organisations and other Non-Governmental Organisations is increased.

6. However, the Interim Evaluation Report on the Progress of NAPGE has demonstrated, inter alia, that: a) the questions of Equality between Men and Women continue to be viewed as "women's issues", i.e. issues which concern women only and not as issues which concern the society as a whole, b) generally there is no gender mainstreaming in all policies, with the result that there is no culture of equality and collective awareness in the political discourse of government officials, members of parliament and political party officials, c) the Gender Equality Unit and the National Machinery for Women's Rights should be immediately strengthened with human and financial resources and d) greater attention should be given to areas that directly affect attitudes and perceptions, such as the sector of Education, the Media and women's participation in decision making.

7. The end of the NAPGE in 2013 coincided with the examination of the sixth and seventh Periodic Reports of the Republic of Cyprus on the Implementation of the Convention on the Elimination of Discrimination Against Women (CEDAW) by the competent United Nations Committee (Geneva, February 2013) and as such serves as the final evaluation of the NAPGE.

8. According to the Concluding Comments of the CEDAW Committee, Cyprus has made significant progress in the field of legislative and institutional reform for Equality, as well as in formulating a policy framework through the adoption of national action plans aimed at eliminating discrimination and promoting Gender Equality in different areas. In addition, Cyprus has proceeded to the ratification of several international conventions related to human rights.

9. Nevertheless, the CEDAW Committee of the United Nations has pointed out several areas of concern and has made a number of recommendations on the following:

1) upgrading / strengthening the National Machinery for Women's Rights and the better coordination of Equality Bodies,

- 2) eliminating discriminatory laws and monitoring the implementation of the legislation on Equality,
- 3) raising awareness / informing society and particularly women about their rights, so as to have recourse to justice and to legal mechanisms,
- 4) preventing and combating all forms of violence against women and especially the trafficking in persons for sexual and labour exploitation,
- 5) taking positive action and wider awareness-raising as well as informing women about their rights and also informing the public at large and social actors on the need for balanced participation of men and women in the public and political life and generally in decision-making posts.
- 6) taking measures for the economic empowerment of women and particularly of vulnerable groups and
- 7) eliminating stereotypes and social prejudices on gender issues.

10. It is noted further that, according to the Concluding Observations of the CEDAW Committee, the two most important issues in the field of Equality that must be addressed are the strengthening of the National Machinery for Women's Rights and the fight against trafficking in human beings, for which the Republic of Cyprus has to submit a progress report within two years (2015).

11. In addition to the observations of the Interim Evaluation Report of the NAPGE and the Concluding Observations of the CEDAW Committee, in the preparation of the new Strategic Plan the proposals and suggestions of Ministries, the Equality Bodies, including the Commissioner for Gender Equality, the Commissioner for Administration and Human Rights and the Gender Equality Committee in Employment and Vocational Training, Local Government, Academic/Research Organisations and Women's and other Non-Governmental Organisations were taken into account.

12. Moreover, in the formulation of the new Strategic Action Plan on Gender Equality 2014- 2017 other National Action Plans were taken into account, including the National Action Plans on Combating Trafficking in Human Beings 2010-2012 and 2013-2015, the National Action Plan for the Prevention and Handling of Family Violence (2010-2013), as well as EU laws and policies, particularly the European Strategy on Equality between Men and Women (2010-2015), the development strategy of the European Union "Europe 2020" and the European Pact for Gender Equality 2011-2020.

13. The new Strategic Plan is an important tool for promoting Gender Equality, given that, in addition to targeting and planning actions, it will contribute to the intra-departmental and inter-departmental coordination of activities and programs and to the monitoring and evaluation of the implementation of these actions.

14. Based on the above, the following six main priority objectives have been identified:

- 1) Effective promotion of equality between men and women / Administrative Reform,
- 2) Modernisation / Improvement of the Legislative Framework
- 3) Balanced Participation in Decision Making posts,
- 4) Elimination / Prevention / Combating Violence against Women,
- 5) Economic Empowerment of Women - Eradication of Poverty
- 6) Elimination of Social Stereotypes and Prejudices.

15. Each priority objective is broken down into interim objectives, actions, implementing agencies, implementation time, costing and monitoring indicators.

Objective 1: Effective promotion of gender equality/Administrative Reform

According to the Concluding Observations of the CEDAW Committee, Cyprus has made significant progress in gender equality in recent years through:

- a) the adoption of the National Action Plan for Gender Equality (NAPGE) 2007-2013, which promoted the comprehensive and coordinated tackling of gender issues in Cyprus - something which was evident from the Interim Evaluation Report of NAPGE,
- b) the adoption of the National Action Plan for the Prevention and Handling of Family Violence (2010-2013),
- c) the adoption of the National Plan of Action against Trafficking in Human Beings (2013-2015), and
- d) the creation/establishment of various Equality Bodies, such as the Equality Authority of the Commissioner for Administration and Human Rights, the Advisory Committee for the Prevention and Combating of Domestic Violence, the Multidisciplinary Coordinating Group on Combating Trafficking in Human Beings, the Gender Equality Committee in Employment and Vocational Training and the Parliamentary Committee on Equal Opportunities for Men and Women.

2. Despite the positive developments, the CEDAW Committee expresses concern about the fact that the Equality Unit / Ministry of Justice and Public Order lacks human and financial resources and the National Machinery for Women's Rights lacks sufficient visibility and power to effectively carry out its mission. Furthermore, it notes the lack of coordination between the various Equality Bodies, leading to overlapping responsibilities.

3. In addition, both the Interim Evaluation of the Implementation Progress of the NAPGE and the European Pact for Gender Equality 2011-2020 emphasise the need to promote the integration of gender mainstreaming at all levels in the Civil Service. Therefore, it is of crucial importance to promote training and awareness-raising on such issues of officers in decision-making positions in the various ministries.

4. In the context of good governance and better management / utilisation of public funds and taking into account the reduction of the budget allocation for the National Machinery for Women's Rights in recent years due to budget cuts, there is an apparent need for a review and redefinition of the Regulations on Subsidising Organisations and Actions promoting Gender Equality.

5. Based on the above, in the context of Administrative Reform for the Effective Promotion of Equality between Men and Women, the following interim objectives have been set:

- 1) Preparing a new Strategic Action Plan for Gender Equality (SAPGE) 2014-2017.
- 2) Strengthening - Rebuilding the National Machinery for Women's Rights and appointing a Gender Equality Commissioner.
- 3) Training Public Officers on equality issues and gender mainstreaming policies.
- 4) Reviewing the regulations on subsidising organisations and actions which promote equality.
- 5) Effectively coordinating the equality bodies (National Machinery for Women's Rights, the Commissioner of Administration and Human Rights / Equality Authority, Gender Equality Committee in Employment and Vocational Training, etc.) and
- 6) Promoting Best Practices.

Key Objectives / Priorities

Objective 1: Effective Promotion of Gender Equality /Administrative reform

Interim Objective 1: Preparation of a new Strategic Action Plan for Gender Equality 2014-2017

	Actions	Implementing Agency Ministry/ Department /Service	Implementation Time	Costing	Monitoring Indicators
1.1.1.	Consultation with Government Departments, Equality Bodies, NGOs etc for the preparation of a Strategic Action Plan on Gender Equality 2014-2017	Ministry of Justice and Public Order (Equality Unit)	1 st half of 2014		Number of meetings
1.1.2.	Preparation of the draft Strategic Action Plan on Gender Equality 2014-2017	Ministry of Justice and Public Order (Equality Unit) in cooperation with the Implementing Body	2 nd half 2014	2950€	Draft Strategic Action Plan on Gender Equality 2014-2017
1.1.3.	Approval of the Plan by the Council of Ministers	Ministry of Justice and Public Order (Equality Unit)	2 nd half of 2014		Strategic Action Plan on Gender Equality 2014-2017
1.1.4.	Interim submission of Information to the Committee on the Elimination of Discrimination against Women (CEDAW), on the National Machinery for Women's Rights and on combating Trafficking in Human Beings	Law Commissioner Ministry of Justice and Public Order (Equality Unit) Equality Commissioner Ministry of Interior	March 2015		Submission of report to CEDAW on the National Machinery Machinery for Women's Rights and on combating Trafficking in Human Beings
1.1.5	Preparation of the 8 th Periodic Report on the implementation of the UN	Law Commissioner Ministry of Justice and Public	March 2017		8 th Periodic Report to CEDAW

	Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)	Order (Equality Unit),in cooperation with all Ministries and other agencies/NGOs			
1.1.6.	Preparation of the Monitoring Report on the Implementation of the Equal Treatment of Women and Men (access to and supply of Goods and Services) Law of 2008 and its submission to the European Commission	Ministry of Justice and Public Order (Equality Unit), In cooperation with an implementing agency	December 2014	€2000	Report on the Implementation of the Equal Treatment of Men and Women Law of 2008

Interim Objective 2 Strengthening – Restructuring of the National Machinery for Women’s Rights

	Actions	Implementing Agency Ministry/ Department/Service	Implementation Time	Costing	Monitoring Indicators
1.2.1	Consultation with Women’s Organisations (NGOs) Government Services/Departments and equality agencies	Minister of Justice and Public Order (Equality Unit)			Number of officers in the National Machinery for Women’s Rights, Budget of the National Machinery for Women’s Rights. Number of consultations
1.2.2	Preparation of Report /proposal for the restructuring of the National Machinery for Women’s Rights.	Ministry of Justice and Public Order (Equality Unit)			Report /proposal for the restructuring National Machinery for Women’s Rights

1.2.3	Appointment of a Gender Equality Commissioner Appointment of the Gender Equality Commissioner as Chairwoman of the NMWR	President of the Republic Council of Ministers	March 2014 July 2014		
Interim Objective 3: Training of Public Officers on Gender Mainstreaming					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
1.3.1.	Preparation of an Action Plan for the training of public officers on Gender Mainstreaming	Cyprus Academy of Public Administration and Equality Unit/Ministry of Justice and Public Order, in cooperation with: The Office of the Commissioner for Administration and Human Rights Gender Equality Committee in Employment and Vocational Training and Experts	2014-2017		Action Plan for the training of Public Officers
1.3.2.	Establishment of a steering group for monitoring the implementation of the above Action Plan	Cyprus Academy of Public Administration in cooperation with the competent Ministries	2014		Coordinating Group
1.3.3	Educational programs for all levels of government officials and especially of competent officers who prepare and implement the State budget and the strategic development plans on	Cyprus Academy of Public Administration, in cooperation with the competent Ministries	2014-2017		Number of Training Programmes Number of participants in the training programmes

	gender mainstreaming and gender budgeting questions				
1.3.4	Training, awareness raising / education of public officers, including prosecutors, judges and lawyers	Cyprus Academy of Public Administration, in cooperation with the competent Ministries	2014-17		Number of Participants trained Evaluation of the attitudes and perceptions of participants before and after the training
Interim Objective 4: Revision of regulations on the subsidization of actions for the promotion of equality					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
1.4.1	Preparation of draft revised regulations (for annual subsidies or subsidies following applications)	Ministry of Justice and Public Order (Equality Unit) Equality Commissioner	2014		Draft of revised regulations
1.4.2	Approval of draft regulations by the Council of Ministers	Ministry of Justice and Public Order (Equality Unit)	2014		Draft Regulations
Interim Objective 5: Effective coordination of Equality Bodies					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
1.5.1	Consultation of the Minister of Justice and Public Order with : -the Minister of Labour, Welfare and Social Insurance -the Commissioner for Administration and Human Rights -the Gender Equality Commissioner -the Chairperson of the Gender	Minister of Justice and Public Order	2014-2017		Number of meetings

	Equality Committee in Employment and Vocational Training -Members of the Parliamentary Committee on Human Rights and Equal Opportunities for Men and Women				
1.5.2.	Consultation of the Gender Equality Commissioner with NGOs	Gender Equality Commissioner NMWR	2015-2017		
1.5.3	Consultation in the framework of the Ministerial Committee on Equality between Women and Men	Minister of Justice and Public Order	2014-2017		Number of Meetings
Interim Objective 6: Promotion of Best Practices					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
1.6.1	Monitoring and Rewarding Best Practices promoting gender equality	Gender Equality Commissioner NMWR NGOs	2015-2017		

Objective 2: Upgrading / Improving the Legislative Framework

According to the Concluding Observations of the CEDAW Committee, Cyprus has made great progress in the area of legislative reform for Gender Equality and has ratified several international conventions relating to equality and human rights.

2. However, the implementation of the relevant laws comes up against obstacles on many levels. Indicatively, it is mentioned that the independent bodies / Equality Committees and the courts are underused in claiming women's rights where there is a violation. Moreover, legal and law enforcement officers appear to be inadequately trained on gender legislation and especially on the provisions of the UN Convention on the Elimination of All Forms of Discrimination Against Women.

3. At the same time, the European Strategy for Gender Equality 2010-2015 recommends the adoption of more laws safeguarding equality and eliminating discrimination laws, which still exist. It is also mentioned that all the above will not be meaningful if there is no proper education and awareness-raising among the public and especially if there are no legal ways to monitor the implementation of the legal framework, enforce its implementation and regularly evaluate and update it.

4. Therefore, the provision of information and the sensitisation of women about their rights, including migrant women, disabled and other vulnerable groups of women, the facilitation of women victims' access to legal mechanisms for hearing complaints, the provision of advice and the elimination of all barriers to women's accessibility to the justice system and the establishment of training programs for prosecutors, judges and lawyers should receive special attention.

5. At the same time, information on the relevant provisions of the law and continuous dialogue with all actors, social partners, equality bodies and representatives of civil society is crucial for promoting, implementing and asserting women's rights.

6. In the Concluding Observations of the CEDAW Committee, it is highlighted that, apart from the Government, the House of Representatives has a key role to play in promoting this goal.

7. Based on the above, the interim objectives set for Updating and Improving the Legal Framework are:

1) The amendment and adoption of laws relating to gender equality,

- 2) Education and information about laws and Equality
- 3) Education / training of public officials (see 1.3 above).

Objective 2: Updating /Improving the Legislative Framework

Interim Objective 1: Adoption and amendment of legislation on gender equality

	Action	Implementing Agency Ministry/Department/ Service Υπηρεσία	Implementation Time	Costing	Monitoring Indicators
2.1.1	Adoption of the Law on mediation in family matters	Law Commissioner Ministry of Justice and Public Order	2014	No cost	Number of laws adopted Number of laws amended Number of laws harmonised
2.1.2	Amendment of the Family Courts (Religious Groups) Law	Law Commissioner Ministry of Justice and Public Order	2016		
2.1.3	Amendment of the law on Gender Equality in Employment and Vocational Training	Ministry of Labour, Welfare and Social Insurance Gender Equality Committee in Employment and Vocational Training	2014-2015	No cost	
2.1.4	Amendment of the Social Insurance Law (Elimination of discriminations on widow's pensions)	Ministry of Labour, Welfare and Social Insurance/ Social Insurance Services		No cost	
2.1.5	Legislative amendments to eliminate discriminations against women working in the army, which exist in legislation falling in the competence of the Ministry of Defence (recruitment, advancement etc.)	Ministry of Defence	1 st half of 2015		
2.1.6	Amendment of the Criminal Code to make stalking a criminal offence	Ministry of Justice and Public Order Commissioner for Human Rights Law Office	2014-2015		

2.1.7	Other amendments of the Criminal Code so as to comply with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence	Ministry of Justice and Public Order Law Office Commissioner for Human Rights	2014-2017		
2.1.8	Adoption of the Cohabitation Pact Law	Ministry of the Interior	2014-2015		
2.1.9	Notice under the provisions of the Equal Treatment of Men and Women (Access to and Supply of Goods and Services) Law 18 (I) / 2008 and the Provision of Independent Assistance to Victims of Discrimination Regulations of 2010 (KDP 483 / 2010) on the financing of non-governmental organisations with legal personality, in order to provide independent assistance to victims of sex discrimination	Ministry of Justice and Public Order (Equality Unit)	2014-2015	€5000	
2.1.10	Study on the amendment of laws making gender discrimination	Gender Equality Commissioner NMWR	2015-2016		
Interim Objective 2: Education and information on Equality Legislation					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
2.2.1	Dissemination of the Report on the CEDAW Convention	Ministry of Justice and Public Order (Equality Unit) Gender Equality	2014-2017		

		Commissioner			
2.2.2	Translation and dissemination of the Concluding Observations of the CEDAW Committee	Ministry of Justice and Public Order (Equality Unit)	2014-2017	€1000	Number of publications distributed
2.2.3	Education on the equality legislation	Ministries Gender Equality Commissioner Other Equality Bodies NGOs Mass Media	2014-2017		Number of publications/ television and radio programmes/ Press articles etc
2.2.4	Information Campaign on the existing bodies claiming women's rights where there are violations	Ministries Equality Authority of the Commissioner for Administration and Human Rights Gender Equality Committee in Employment and Vocational Training Gender Equality Commissioner National Machinery for Women's Rights Women's/Trade Union organisations and other NGOs			

Objective 3. Balanced participation in decision-making positions

According to the European Strategy for Equality between Men and Women 2010-2015, while women in the European Union account for almost 50% of the workforce and 60% of university graduates, in decision-making only one in every four members of national parliaments and the Cabinet are women. Also, while it was found that there is a positive correlation between the existence of women in leadership positions and business performance, women represent only 1/10 of the boards of large companies and represent only 3% of board presidents.

2. According to the Concluding Observations of the CEDAW Committee, in Cyprus there is a need for measures to ensure the meaningful representation of women in all areas of economic, public and political life. Women are under-represented in the Government, Parliament, Community Councils, the Mayors' office as well as in all decision-making positions. In particular, the participation of women in the House of Representatives is at 10.7%, with one woman chairing a Parliamentary Committee and at 17.9% in the Municipal Councils, while in the European Parliament one of six MEPs is a woman (16.6%). Moreover, in Cyprus there is no woman mayor, and there is only one female minister.

3. Notwithstanding the above findings, the appointment of women as Law Commissioner and Commissioner for Children's Rights, Commissioner for Administration and Human Rights, Equality Commissioner, Commissioner for the Environment, Accountant-General of the Republic, Governor of the Central Bank, as well as three women judges in the Supreme Court is noted as positive developments. Also the appointment of women as Chairpersons of the Securities and Exchange Commission, the Commission for the Protection of Competition and the Board of the Natural Gas Public Company (DEFA) is noted. Women were also appointed as Chairpersons on the boards of the following semi-state organisations: Cyprus Standardisation Organisation, the Cyprus Sport Organisation, the Tenders Review Authority, the Tax Council and the Human Resources Development Authority, and Vice-Chairpersons in the Boards of the Cyprus Electricity Authority and the Board of Loan Commissioners. It is also noted that in the course of a public consultation of the Minister of Justice and Public Order with representatives of non-governmental organizations and political parties on the topic "Increasing women's participation in political and public life in view of the European elections of 2014" (December 2013) the question of adopting positive action measures, and particularly quotas was extensively discussed.

4. The low participation rates for women in decision-making positions in the political life of the country indicate the strong presence of elements of patriarchal society and gender stereotypes that exist in Cypriot society, the lack of substantive female support measures by the political parties, which continue to be dominated by men, and reduced representation of women in the media. One of the findings of the CEDAW Committee is that, while some political parties have introduced quotas to boost female participation, and despite the fact that the previous NAPGE 2007-2013 contained relevant provisions, it appears that no positive measures were supported by the Government and the civil society.

5. In this context, the CEDAW Committee proposes to update and raise the awareness of members of Parliament, government officials, political parties and generally the civil society on the need and importance of equal representation of women in the political life.

6. Furthermore, the Committee recommends: a) conducting, in cooperation with the media, awareness- raising campaigns on the importance of women's participation in decision-making positions in politics and b) taking all necessary measures to increase women's participation in decision-making positions in the public, political and economic life through concrete measures and actions on political appointments, elected offices, Boards of Directors of Companies and the Boards of semi-state organisations.

7. Based on the above, the interim objectives set for the effective promotion of equal participation of women in decision-making are to:

- 1) Support women candidates in political life (political appointments and elected offices) and
- 2) Provide equal visibility opportunities to men and women candidates.

**Objective 3: Balanced Participation of Men and Women in Decision Making Positions
(Political, public and economic life)**

Interim objective 1: Support of women candidates in the political life (political appointments and elected offices)

	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
3.1.1	Consultations with political parties, government officials and deputies for the introduction of positive measures, including quotas for political appointments and elected offices	Minister of Justice and Public Order Gender Equality Commissioner National Machinery for Women's Rights	2014-2017		Number of meetings/contacts
3.1.2.	Study on the introduction of positive legislative measures (including quotas)	Ministry of Justice and Public Order (Equality Unit), in cooperation with the implementing agency	2015-2017	€5000	Study Legislation
3.1.3.	Study on linking state subsidy given to political parties with the proportion of women in the electoral lists	Ministry of Justice and Public Order (Equality Unit), in cooperation with the implementing agency	2015-2017	€5000	Study
3.1.4	Public commitment of elected representatives to promote a balanced participation of women and men	Nicosia Municipality	Continuous action	No cost	
3.1.5	Balanced representation in taking up presidencies, in the participation in committees and in the appointment of representatives of the Municipal Council in the governing bodies of organisations (such as the Nicosia Sewerage Board, the Nicosia Water Board, the Union of Cyprus Municipalities, etc.):	Nicosia Municipality	Every 5 years when the Council changes (2016)	No cost	Recording of the number of women representatives and chairpersons

	(a) Direct and written information to each newly elected Council (b) Relevant decision of the Municipal Council				
3.1.6	Before the expiry of the term of office of the Municipal Council representations to made to political parties and the civil society calling for the promotion of women candidates, in view of the upcoming elections	Nicosia Municipality Political Parties	2015-2016	No cost	Comparative numbers per year
3.1.7.	Promoting measures of positive action for the participation and election of women in the municipal elections	Committee of Elected Women in the Union of Cyprus Municipalities	2015-2017		
Interim Objective 2: Providing equal opportunities for projection to men and women candidates					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring indicators
3.2.1	Education campaigns for the promotion of women candidates in view of the elections for the European Parliament 2014	Ministry of Justice and Public Order / National Machinery for Women's Rights, Women's Organisations, Media, NGO's	2014		-Number of campaigns -Number of radio programmes and radio spots -Number of women candidates
3.2.2	Contacts and consultations with the media and political parties for equal representation and equal opportunities for men and women in political and economic debates	Ministry of Justice and Public Order (Equality Unit) Gender Equality Commissioner /National Machinery for Women's Rights, Media - Political parties	2015-2017		Percentage of women's participation in the mass media

3.2.3	Creation of an Observatory and Data Bank for the participation of women in positions of responsibility in the political, economic, social and professional life	Ministry of Justice and Public Order (Equality Unit), in cooperation with the implementing agency	2015-2017	€5000	Numbers recorded
3.2.4	Education Campaigns for the projection of women candidates in the municipal elections of 2016	Ministry of Justice and Public Order (Equality Unit) Gender Equality Commissioner / National Machinery for Women's Rights, Women's Organisations Mass Media	2016		Number of campaigns Number of radio/television programmes and advertising spots Number of candidates compared with 2011
3.2.5	Research Program for inclusion of gender equality in the policies of municipalities	Ministry of Justice and Public Order (Equality Unit), in cooperation with the implementing agency	2015-2016		Publication of the Programme

Objective 4: Eliminating/Combating /Tackling Violence against Women

According to the Concluding Observations of the CEDAW Committee, Cyprus has exerted important efforts at legislative level to eradicate, combat and tackle domestic violence against women, through the conduct of a national research on the extent, the forms, frequency and effects of domestic violence as well as through training professionals from the Police in questions of violence against women. However, the Committee has expressed concern about the low number of investigations, prosecutions and convictions in cases of domestic violence and the low number of convictions observed concerning individuals involved in domestic violence and trafficking in human beings. It recommends that effective measures should be taken to investigate reports on the exercise of all forms of violence against women and prosecute and adequately punish the perpetrators.

2. Furthermore, the CEDAW Committee is concerned about the lack of information on the implementation of the National Action Plan on Prevention and Handling of Family Violence (2010-2013), the insufficient gender perspective and inadequate inclusion of migrant women and ethnic minorities in the State programmes and policies regarding domestic violence. CEDAW emphasises the lack of adequate support and protection to women victims of violence, given that in Cyprus there is only one shelter for victims of domestic violence and stresses the lack of data and information on the extent of other forms of violence. It recommends the granting of financial resources for the immediate implementation and monitoring of the National Action Plan on Prevention and Handling of Family Violence.

3. At the same time, the Committee has expressed concern about the question of trafficking and exploitation of persons and of prostitution and the exploitation of migrant women, as well as the insufficient enforcement of the regulatory framework and the lack of monitoring of private employment agencies, which are reportedly sometimes involved in trafficking networks. CEDAW notes with concern the negative repercussions of the new visa regime on migrant women coming from EU countries and underlines the absence of statistics on prostitution and the absence of research concerning all forms of violence against women.

4. Also it recommends the ratification of the Council of Europe Convention (CoE) on Preventing and Combating Violence against Women and Domestic Violence (known as the Istanbul Convention) and urges the Government to prepare a timetable for this purpose.

5. Based on the above, the interim objectives to effectively alleviate the problem of violence against women are the following:

- 1) Signing of the Convention of the Council of Europe (CoE) on Preventing and Combating Violence against Women and Domestic Violence.
- 2) Preparing a new National Action Plan for the Prevention and Combating of Violence in the Family.
- 3) Prevention of Violence against Women.
- 4) Protection-Support for victims and
- 5) Prevention-Prosecution.

Objective 4: Eliminating /Combating / Tackling Violence against Women

Interim objective 1: Signing of the Convention of the Council of Europe (CoE) on Preventing and Combating Violence against Women and Domestic Violence

	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
4.1.1	Preparation of Report recording the obligations arising from the Convention and its costing.	Ministry of Justice and Public Order (Equality Unit / Technical Committee on Equality)	2014		Report
4.1.2	Study of the Report of the Technical Committee and taking a decision to sign/ratify the Convention	Ministerial Committee on Gender Equality	2 ^o half of 2014		
4.1.3.	Harmonisation of Ministries / services involved with the provisions of the Convention -especially those that do not involve extra costs (e.g.amendment of laws) - regardless of the signature / ratification of the Convention	Ministry of Justice and Public Order Ministry of Labour, Welfare and Social Insurance Ministry of Interior Ministry of Education and Culture, Ministry of Health, Law Office	Gradually, starting from 2014		Number of legislative and other measures

Interim objective 2: Preparation of a new National Action Plan for the Prevention and Combating of Violence in the Family

	Action	Implementing Agency Ministry/Department/ Service	Implement- ation Time	Costing	Monitoring Indicators
4.2.1	Evaluation of the previous National Action Plan for the Prevention and Combating of Violence in the Family (2010-2013)	Advisory Committee for the Prevention and Handling of Domestic Violence	2014		Publication of the Report
4.2.2	Consultation with the relevant departments and NGOs and preparation of the new National Action Plan for the Prevention and Handling of Family Violence	Advisory Committee for the Prevention and Handling of Domestic Violence	2014		Number of Meetings Preparation of the new National Action Plan

Interim Objective 3: Prevention of violence against Women					
	Actions	Implementing Agency Ministry/Department/ Service	Implement- ation Time	Costing	Monitoring Indicators
4.3.1	Educating professionals on the issue of violence against women	Office of the Commissioner of Administration and Human Rights / Equality Authority, Cyprus Academy of Public Administration, Advisory Committee for the Prevention and Combating of Violence in the Family, Mediterranean Institute of Gender Studies	2014-2016	Co-funding from the European Commission	Number of educational programmes Number of participants in the educational programmes
4.3.2.	Organisation of 17 seminars for Public Service 'front line' officers who come into contact with victims of gender violence for information / awareness- raising and on the handling of victims – developing ways of working with NGOs	Office of the Commissioner of Administration and Human Rights / Equality Authority, Cyprus Academy of Public Administration Advisory Committee for the Prevention and Combating of Violence in the Family, Mediterranean Institute of Gender Studies	15/03/14-01/11/15	188,503 (Total cost of the action 318,503, of which 80% comes from resources of the European Commission	Number of seminars Number of participants Evaluation of attitudes and perceptions of the participants before and after the training .
4.3.3.	Education and awareness- raising of civil servants in sexual harassment issues in the workplace	Office of the Commissioner of Administration and Human Rights in cooperation with the Cyprus Academy of Public Administration Gender Equality Committee in Employment and Vocational Training			Number of meetings and number of participating civil servants

4.3.4.	Pancyprian campaign for information / awareness- raising on violence against women through the mass media	Office of the Commissioner of Administration and Human Rights/Equality Authority, Mediterranean Institute of Gender Studies	Sept 2014- November 2015	130,000 (Total cost of action 318,503 of which 80% comes from sources of the European Commission)	Number of programmes, press conferences, publications and spots
4.3.5	Seminars for education and awareness – raising of teachers at all levels on issues of violence against women, sex education and sexual abuse. Evaluation of attitudes and perceptions of the participants before and after the training.	Ministry of Education and Culture	2014-2017		Number of seminars Number of participants in the seminars
4.3.6	Strengthening the program of health education on issues of gender relations, sexual education, communication, conflict resolution and sexual abuse	Department of Health (School Health Service), Ministry of Education and Culture			Analytical Health Education Programme
4.3.7	Introducing the subject of violence against women, including violence in the family, in school curricula and cultivating attitudes and values and acquiring skills and behaviours aimed at zero tolerance of violence.	Ministry of Education and Culture			Curricula
4.3.8.	Conducting research on all forms of violence against women and sexual harassment in the workplace	Advisory Committee on the Prevention and Combating of Violence in the Family			Research
4.3.9.	Creating a single Registry for statistical data on all forms of violence against women	Advisory Committee on the Prevention and Combating of Violence in the Family in cooperation with: Commissioner of Administration and Human Rights		€20.000 initially	Registry

		Ministry of Labour, Welfare and Social Insurance, Ministry of Education and Culture Law Office Association for the Prevention and Handling of Violence in the Family The Police The Statistical Service			
4.3.10	Education and awareness- raising of the public on the issue of trafficking in human beings.	Ministry of the Interior Multidisciplinary Coordinating Group for Combating Trafficking in Human Beings			Education campaigns

Interim Objective 4: Protection –Support of Victims

	Actions	Implementing Agency Ministry/Department/ Service	Implent- ation Time	Costing	Monitoring Indicators
4.4.1	Operation of a 24-hour telephone helpline	Association for the Prevention and Handling of Violence in the Family Social Welfare Services Ministry of Justice and Public Order		€6000 annually (grant from the National Machinery for Women's Rights or the Social Welfare Services	Implementation/ Operation
4.4.2	Creating new shelters hosting women victims of violence (Nicosia, Paphos)	Association for the Prevention and Handling of Violence in the Family Social Welfare Services	May 2014- Shelter in Paphos	€60,000 annually	Number of shelters.
4.4.3	Monitoring the implementation of the protocol on the handling of rape victims at the Casualty	Ministry of Health / Group on Violence (Public Health)			Number of checks carried out

	Departments of Hospitals on an island-wide basis.				
4.4.4	Introduction and dissemination of the Sexual Harassment Code in the Public Service following public consultation with the Social Partners	Office of the Commissioner of Administration and Human Rights/Equality Authority	2015-2016	No additional expenditure is required	Code
4.4.5.	Education and sensitisation of public officers on questions of sexual harassment in the workplace	Office of the Commissioner of Administration and Human Rights /Equality Authority, Cyprus Academy of Public Administration, Gender Equality Committee in Employment and Vocational Training			Number of public officers
4.4.6.	Taking effective measures to implement the existing legislation in order to control the activities of private employment agencies with a view to preventing and combating the trafficking of migrant domestic workers	Ministry of Labour, Welfare and Social Insurance			Number of visits for control purposes
4.4.7.	Reintegration programs for women- victims of trafficking Provision of protection and support through the operation of shelters	Ministry of Labour, Welfare and Social Insurance. Ministry of Interior, Police, NGOs			Reintegration Programmes Structures for protection and support of refugee shelters

Interim Objective 5: Suppression-Prosecution					
	Actions	Implementing Agency Ministry/Department/ Service	Implement- ation Time	Costing	Monitoring Indicators
4.5.1	Effective investigation of cases, prosecution and tougher sentencing in cases of violence against women, sexual harassment and trafficking of human beings	Police Law Office Commissioner of Administration and Human Rights Ministry of Interior Ministry of Labour, Welfare and Social Insurance Supreme Court			Recording of cases – information on the outcome
4.5.2	Facilitation of victims' access to justice (with information, guidance, protection and legal assistance)	Ministry of Justice and Public Order Law Office Social Welfare Services Bar Association			Number of victims supported
4.5.3	Training / sensitisation of policemen about the risk assessment of incidents of violence and treating victims of violence (interview techniques and taking statements)	Police Academy			Number of trainings

Objective 5: Economic Empowerment of Women - Eradication of Poverty

The economic empowerment of women and the eradication of poverty are priority issues, particularly in the present socio-economic situation, the effects of which are more pronounced for women who because of budget cuts are affected both in the workplace and the family. As the Statistical Portrait of Women in Cyprus (Cyprus, 2012) characteristically mentions, the rate of risk of poverty over time is higher for women than for men.

2. According to the Concluding Observations of the CEDAW Committee and the European Pact for Gender Equality 2011-2020, it is necessary to take measures aimed at eliminating the pay gap between the genders, as well as the fight against segregation between men and women in the labour market and the introduction of positive action measures for women in employment. With reference to the above issue, the CEDAW Committee expresses particular concern because the wage gap between men and women remains at 16.2%.

3. At the same time the CEDAW Committee expresses its concern for vulnerable groups of women (including women with disabilities and elderly people who were at risk of poverty even before the crisis), who are subject to multiple discrimination, especially with regard to their access to education, employment, health care and social services. Another issue about which the Commission is deeply concerned is the position of migrant women who are domestic workers, namely the absence of protective framework and control of their working conditions, who thus remain vulnerable to all kinds of exploitation.

4. In addition, the increase of female entrepreneurship, the reduction of unemployment and also the promotion of policy measures to reconcile work and family life are priorities, given that 61.7% of women are working, suffer budget cuts and are increasingly entrusted with the burden of childcare, the elderly and people with disabilities. Particularly it is noted that the economic problems faced by divorced women should be studied. The need for economic empowerment of women is intensified at a time when the unemployment rate for women stands at 16.6%

5. All the above are consistent with the development strategy of the European Union "Europe 2020" which in the fight against the crisis, has set a) the employment of 75% of the age group 20-64 and b) fighting poverty and social exclusion with the reduction by at least 20 million of the people who are or risk to find themselves in a state of poverty and social exclusion, as two of the five key

objectives to be achieved by 2020. To achieve the above objectives the European Commission has proposed the initiative "European Platform Against Poverty", which aims to ensure social and territorial cohesion, so as to widely spread the benefits of growth and jobs and people living in conditions of poverty and social exclusion may acquire the means of decent living so as to participate actively in society.

6. Based on the above, the intermediate objectives for economic empowerment of women and the fight against poverty are defined as follows:

- 1) Implementation of equal pay/combating the pay gap between men and women
- 2) Increase of female entrepreneurship
- 3) Support for vulnerable groups
- 4) Reduction of unemployment
- 5) Reconciliation of work and family and
- 6) Preparation and adoption of the Demographic Policy Plan 2014-2015.

Objective 5: Economic Empowerment of Women - Eradication of Poverty

Interim objective 1: Implementing equal pay / combating pay gap between men and women

	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
5.1.1	Event for the European Equal Pay Day (March 8)	Ministry of Labour, Welfare and Social Insurance			Event
5.1.2	Conducting 1000 inspections for the enforcement of legislation on equal pay between men and women	Ministry of Labour, Welfare and Social Insurance			Number of Inspections
5.1.3	Resolving complaints about the violation of legislation on equal pay for men and women	Ministry of Labour, Welfare and Social Insurance			Number of Complaints
5.1.4	Creating a guide for trade unionists concerning the negotiation of collective agreements	Ministry of Labour, Welfare and Social Insurance			Distribution of the Guide
5.1.5	Training members of professional associations and cadres of employer and trade union organisations	Ministry of Labour, Welfare and Social Insurance			Number of cadres trained
5.1.6	Creating a guide, a manual and tools for job assessment	Ministry of Labour, Welfare and Social Insurance			Guide , manual and tools for job assessment
5.1.7	Providing advisory services to employers concerning the promotion of equal pay for men and women	Ministry of Labour, Welfare and Social Insurance			Number of meetings with employers
5.1.8	Preparing a study recording positive discrimination in favour of women and issues concerning the pay gap	Ministry of Labour, Welfare and Social Insurance			Study Number of positive discriminations
5.1.9	Investigating the conditions for the mandatory introduction of checks and reporting by enterprises on remuneration	Ministry of Labour, Welfare and Social Insurance			

5.1.10	Education and awareness- raising through the media on the issue of equal pay between women and men	Ministry of Labour, Welfare and Social Insurance			Number of Interventions
5.1.11	Seminars/lectures to parents for the combating of occupational segregation by gender	Ministry of Labour, Welfare and Social Insurance Ministry of Education and Culture			Number of lectures to parents
5.1.12.	<p>Training of Vocational Guidance Counsellors</p> <ul style="list-style-type: none"> • Gender and Occupational Options • Introduction of a gender perspective in the Consultancy Process • Professional Consultancy for the gender dimension • Cultivating awareness of the restrictive role of gender and the stereotypes associated with it • Issuing of a Manual for teachers of Career Counselling on the conduct of activities relating to gender stereotypes and gender segregation of professions 	<p>Ministry of Labour, Welfare and Social Insurance</p> <p>Ministry of Education and Culture Pedagogical Institute and Implementing agency</p>	2013-2015.		Three-day training by an outside trainer in cooperation with officers of the Ministry of Labour during the school year.
5.1.13.	<p>Information and awareness- raising training of primary and secondary education teachers on gender issues and the fight against the division into "male" and "female" professions</p> <ul style="list-style-type: none"> • Issues of gender relations • Gender Roles <p>Stereotypes in relation to gender and occupations</p> <ul style="list-style-type: none"> • Practical guidelines for the elimination of stereotypes 	<p>Ministry of Labour, Welfare and Social Insurance</p> <p>Ministry of Education and Culture Pedagogical Institute Implementing agency</p>			Number of actions and participants

Interim objective 2: Increasing female entrepreneurship					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
5.2.1	Female Entrepreneurship Programme	Ministry of Energy, Commerce, Industry and Tourism	2014-2015		Number of women subsidised
5.2.2	Youth Entrepreneurship Programme	Ministry of Energy, Commerce, Industry and Tourism	2014-2015		Number of young women subsidised
5.2.3	Training Programme	Human Resources Development Authority			Percentage of women participating in actions of the Human Resources Development Authority
5.2.4.	Improving women entrepreneurship, especially of young women and encouraging the creation of enterprises	Non-Governmental Organisations			Number of young women participating in enterprises
Interim objective 3: Support to vulnerable groups					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
5.3.1	Implementation of the Project «Labour and	Ministry of Labour,			Implementation of the

	Social Activation of persons belonging to vulnerable groups» through the Development of Social Skills and Other Activities	Welfare and Social Insurance Welfare Services			project
5.3.2	Conduct of research on the economic implications of divorce on women	Ministry of Justice and Public Order (Equality Unit), in cooperation with the implementing agency		€10000	Research
5.3.3	Operation of an Information and Support of Migrants Centre (providing information and services especially to migrants who are offered social services, counselling, information, information about networking with migrant organisations and other non-governmental organisations, information on volunteer participation in local actions for the integration of third country nationals etc) .	Nicosia Multi-purpose Municipal Centre	Continuous	There is a low cost for participants. The funding of the programs comes from the sponsorship of the Municipality, the state and individuals and EU programmes	Number of participants
5.3.4	Lessons in Greek language, computer and English given to adult third- country nationals , while babysitting facilities are offered	Nicosia Multi-purpose Municipal Centre	Continuous		Number of participants
5.3.5	Orientation workshops for third country nationals in the Cypriot reality with information about everyday life (such as housing, transport, communication, work, health services), government services, local government, institutions of the Republic and	Nicosia Multi-purpose Municipal Centre	Continuous		Number of participants

	the European Union, their rights / obligations as citizens and permanent residents of third countries who live and work in Cyprus			Municipality, the state and individuals and EU programmes	
5.3.6	Day care programs for senior citizens (including transportation to and from home, food and participation in various creative activities in the Centre and outside it)	Nicosia Multi-purpose Municipal Centre	Continuous		Number of participants
5.3.7	Ensuring compliance with the principles of non-discrimination in public buildings (e.g. ramps for wheelchairs and baby carriages, wide corridors, toilets etc.)	Nicosia Municipality	Continuous		List of interventions made
5.3.8	Ensuring compliance with the principles of non-discrimination in areas under redevelopment (e.g. creation of sidewalks, walkways accessible to all)	Nicosia Municipality	Continuous		Number of projects carried out
5.3.9	Modernisation of the bus fleet so as to be user-friendly for people on wheelchairs and women with children in baby carriers	Nicosia Municipality	Continuous		Number of buses
5.3.10	Study to include and increase bus routes that will serve the needs of the economy and the needs of the non-working men and women	Nicosia Municipality	Continuous		Number of routes

Interim Objective 4: Reduce Unemployment					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
5.4.1	<p>Specific Prevention Plan - Action Plan for tackling unemployment. Actions under the project:</p> <p>A. Prevention of Unemployment B. Employment and Training C. Improving Employability</p> <hr/>	Human Resources Development Authority	<p>Continuous</p> <hr/>	<p>Co-funding from the European Social Fund</p> <hr/>	<p>Number of unemployed people placed in jobs, number of unemployed trained in order to improve their employability, keep their employment</p> <hr/>
Interim objective 5: Reconciliation of work and family					
	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
5.5.1.	Preparation and adoption of a Family and Demographic Policy Plan 2014-2015	Ministry of Labour, Welfare and Social Insurance Welfare Services National Agency for Family and Demographic Policy	2014-2015		Family and Demographic Policy Plan 2014-2015
5.5.2	Subsidising women according to specific criteria for partial coverage of the cost of care	Welfare Services		Project: Subsidisation of	Number of women subsidised

	for dependent family members for a period up to 18 months			Social Care Services in the context of reconciliation of professional and family life	
5.5.3	<p>" De Minimis State Subsidies scheme of the Social Welfare Services, under Commission Regulation 360/2012 for the provision of services of general economic interest.</p> <p>Closer cooperation and financial support given to Local Authorities for the creation of programmes</p> <p>Reinforcing structures and childcare services (especially infants) and other dependent family members</p>	<p>Ministry of Labour, Welfare and Social Insurance</p> <p>Welfare Services</p> <p>Local Authorities</p> <p>NGOs</p>	Every year	State budget	<p>Number of programmes implemented</p> <p>Number of structures strengthened</p>
5.5.4	Strengthening and possible extension of leaves (e.g. maternity leave, parental leave) for the care of children	Ministry of Labour, Welfare and Social Insurance			Amendment of the legislation
5.5.5	Promotion / Creation / Operation of nurseries and kindergartens in workplaces where large numbers of women are employed	NGOs			Number of nurseries/kindergartens
5.5.6	Children's social care services (Cypriot or non-Cypriot): Pick up from school, feeding, guidance from teachers for homework,	Nicosia Multi-purpose Municipal Centre	Continuous	There is a low cost for participants. The funding of the	Number of participants

	participation in creative activities.			programs comes from the	
5.5.7	Consultancy services, individual meetings and organisation of lectures and experiential workshops (focusing on problems affecting women, while babysitting is provided)	Advisory Centre of the Nicosia Multi-purpose Municipal Centre	Continuous	sponsorship of the Municipality, the state and individuals and EU programmes	Number of meetings Number of lectures and experiential workshops

Objective 6: Elimination of Stereotypes and social prejudices

According to the Concluding Observations of the CEDAW Committee, patriarchal attitudes and deep rooted stereotypes regarding the roles and responsibilities of women and men in the family, in the workplace, in political and public life and in society at large continue to persist, limiting their access to decision-making positions and elected office, and affecting their educational and professional choices and ultimately their position in the labour market

2. The media as a driver for social change are expected to play a particularly important role in cultivating and creating a mentality free from stereotypes and social prejudices, through actions that promote and highlight the positive image of women who are active in the political and economic life, ensuring at the same time equal opportunities for men and women. Furthermore, the launching of educational campaigns directed to both at men and women, in collaboration with civil society and the media, is strongly recommended.

3. In addition, concerning the education system, the CEDAW Committee, while noting with satisfaction the adoption of the Action Plan for Equality of Men and Women in Education, which includes measures to overcome traditional roles and gender stereotypes in the family and society, is concerned about the lack of evaluation of the implementation of this Plan. The Committee is also concerned about the concentration of women in fields of study traditionally dominated by women and their under-representation in technical and vocational education.

4. Moreover, the education system and various academic institutions should incorporate the principle of gender equality in all educational programs and to develop actions that encourage and promote the involvement of women in all sectors of social, economic and political life.

5. Based on the above, the interim objectives to eliminate stereotypes and social prejudices are determined as follows:

- 1) Elimination of prejudices and promotion of equality through the media and
- 2) Integration of equality in the education system / education programs.

Objective 6: Elimination of Stereotypes and Social Prejudices

Interim objective 1: Elimination of prejudice and promotion of equality through the media

	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
6.1.1	Adoption /Implementation of a Code of Ethics in the Media	Ministry of Interior Cyprus Radio-television Authority			
6.1.2	Awareness raising and training of media professionals	Cyprus Radio-television Authority Office of the Commissioner for Administration and Human Rights/Equality Authority, Cyprus Union of Journalists Ministry of Interior			Number of training programmes Number of persons trained

Interim Objective 2: Integration of equality in the educational system/ educational programmes

	Actions	Implementing Agency Ministry/Department/ Service	Implementation Time	Costing	Monitoring Indicators
6.2.1	Operation of an Inter-departmental Committee comprising representatives of all departments	All the departments of the Ministry of Education and	Every School year		

	and services of the Ministry of Education and Culture. This committee coordinates all the gender equality issues relating to the activities of the Ministry of Education and Culture	Culture			
6.2.2.	Day school allowing students to extend their stay at school, studying and taking part in other cultural, sporting, educational activities. Utilisation of the services of Educational Priority Zones in all schools Preventing and combating violence and delinquency in the school and in the family.	Department of Primary Education Department of Secondary General Education Educational psychology Service Ministry of Education and Culture			
6.2.3.	Implementation of programs in schools designed to promote equality and mutual respect among all the children of the class, regardless of their origin or gender	Educational psychology Service	Throughout the school year	From existing resources	
6.2.4.	Developing measures to eliminate all forms of stereotyping men and women in the context of the objective: 'Cultivation of active citizenship, with emphasis on social solidarity' (second goal of the academic year 2013 -14, as defined by the Ministry of Education and Culture)	Ministry of Education and Culture	2013 -14		Number of actions
6.2.5.	Operation of gender equality pages in the Pedagogical Institute website	Ministry of Education and Culture			Website
6.2.6.	Programmes to encourage the development of positive attitudes, skills and attitudes on issues such as: <input type="checkbox"/> Active citizenship <input type="checkbox"/> Healthy interpersonal relations <input type="checkbox"/> Acceptance, respect and management of diversity <input type="checkbox"/> Sexual and reproductive health - Family	Ministry of Education and Culture (Coordinating Committee for Health Education and Citizenship)	Every school year		Number of programmes/ actions

	planning Prejudices, stereotypes, social exclusion and racism				
6.2.7	Programme to encourage girls to increase their participation in technical jobs and in the use of new technologies	Ministry of Education and Culture			Number of participants
6.2.8.	Creating modern apprenticeship programmes aiming to attract girls in technical jobs and in the use of new technologies	Ministry of Labour, Welfare and Social Insurance(Administrative part) Ministry of Education and Culture, Department of Technical and Vocational Education (Educational part)	Repetitive action (A ministerial decision has been taken and a memorandum of cooperation has been signed)		Dissemination of the programme
6.2.9.	Preparation / distribution of modern educational material that will include the gender dimension in order to combat gender stereotypes (from an early age)	Ministry of Education and Culture			Printed material Distribution of printed material
6.2.10.	Conducting research to record the needs and expectations of women of “different” cultural groups and their children.	Ministry of Education and Culture			Research
6.2.11.	Meetings of Counselling and Vocational Education teachers with students displaying attitudes of discrimination and creation of experiential groups to accept all pupils	Career Counselling and Vocational Education Services (Ministry of Education and Culture)	Throughout the school year		Number of meetings
6.2.12.	Integration issues related to gender and stereotypes in Vocational Education courses (especially in the Lyceum and Technical School -which attract mainly boys)	Career Counselling and Educational Services (Ministry of Education and Culture)	September 2014 – January 2015	From existing resources	Printed and electronic matter

6.2.13.	Professionals present masculine / female-dominated professions in the context of work in high schools	Career Counselling and Educational Services (Ministry of Education and Culture) Professionals from various fields	December 2013- February 2014 and December 2014 –February 2015	From existing resources	Printed and electronic matter
6.2.14	Recording programs and actions on gender issues (for the academic and administrative staff and/or students) that are in progress or planned for the future by higher education institutions.	Department of Higher and Tertiary Education (Ministry of Education and Culture)		Working Week	Number of programmes
6.2.15	Collection of material which relates to the promotion of gender equality (works of art, articles, photos)	Department of Higher and Tertiary Education			Dissemination – Presentation of material
6.2.16	Interdisciplinary conference on issues related to gender for teachers at all levels	Secondary Education (Ministry of Education and Culture)			Conference
6.2.17	Training educationists and parents on issues related to gender <input type="checkbox"/> Training teachers and education cadres at school base level <input type="checkbox"/> Training of parents at school base level	Pedagogical Institute (Ministry of Education and Culture) Educational Psychology Service Ministry of Education and Culture			Number of trainings

6.2.18	Seminars / lectures for parents to combat gendered occupational segregation	Ministry of Labour, Welfare and Social Insurance Ministry of Education and Culture	2013-2015		
6.2.19	<p>Training of Career Counsellors on</p> <ul style="list-style-type: none"> • Gender and occupational options • Introduction of a gender perspective in the Counselling Procedure • Professional Counselling on gender dimension • Cultivating awareness of the restrictive role of gender and the stereotypes associated with it • Issuing a Manual for Career counselling teachers for carrying out activities related to gender stereotypes and gendered segregation of occupations 	<p>Ministry of Labour, Welfare and Social Insurance</p> <p>Ministry of Education and Culture</p> <p>Pedagogical Institute</p> <p>Implementing agency</p>	2013-2015		<p>Number of trainings</p> <p>Number of Participants</p>
6.2.20	<p>Information and awareness- raising of pre-primary, primary and secondary education teachers on gender issues and on combating segregation into "male" and "female" professions</p> <ul style="list-style-type: none"> • Issues of gender relations • Gender roles • Stereotypes in relation to gender and occupations • Practical guidelines for the elimination of stereotypes 	<p>Ministry of Labour, Welfare and Social Insurance</p> <p>Ministry of Education and Culture</p> <p>Pedagogical Institute</p> <p>Implementing agency</p>			
6.2.21	Teacher training in prevention and combating delinquency with reference to gender relationships.	<p>Department of Primary</p> <p>Secondary General</p> <p>Technical and Vocational Education</p> <p>Pedagogical Institute</p>			<p>Number of trainings</p> <p>Number of Participants</p>

6.2.22	Promoting gender equality through artistic creation and informing children about equal rights and responsibilities	NGOs			Dissemination of the results through the organisation of exhibitions of works of children in schools in Nicosia and rewarding projects
6.2.23	Competition among Lyceums and Technical Schools students for writing a speech on Gender Equality	Pedagogical Institute (Ministry of Education and Culture) Gender Equality Committee in Employment and Vocational Training	January February 2014	1000.00	Dissemination of the results of the competition